

## **ADAMA Ltd.**

### **Announcement on the Change of the Senior Executive**

The Company and all members of the Company's Board of Directors confirm that all information disclosed herein is true, accurate and complete, with no false or misleading statement or material omission.

The Board of Directors of ADAMA Ltd. (hereinafter referred to as the "Board" and the "Company") recently received notice from Mr. Steve Hawkins informing the Company of his resignation as the President and CEO (legal representative of the Company) in light of his appointment as President of Syngenta Crop Protection. Mr. Steve Hawkins's resignation will come into effect upon the appointment of the new President and CEO entering into effect on October 1, 2024. Following his resignation, Mr. Steve Hawkins will cease to hold any position in the Company and its wholly-owned subsidiary, ADAMA Agricultural Solutions Ltd. As of the date of this announcement, Mr. Steve Hawkins does not hold any Company shares.

The Board highly values and deeply appreciates the significant contribution Mr. Steve Hawkins made to the Company during his tenure.

The 4<sup>th</sup> Meeting of the 10<sup>th</sup> Session of the Board held on July 16, 2024 approved the *Proposal on Change of the Senior Executive of the Company*. For details, please refer to the Announcement of Resolution of the 4<sup>th</sup> Meeting of the 10<sup>th</sup> Session of the Board of Directors (Announcement No.2024-38) disclosed by the Company on <http://www.cninfo.com.cn> on July 18, 2024.

According to the Company Law, Listing Rules of Shenzhen Stock Exchange, Guidelines of Shenzhen Stock Exchange on Self-discipline Supervision of Listed Companies No.1 - Standardized Operation of Main Board Listed Companies, the Company's Articles of Association and other relevant regulations, and after being reviewed by the Nomination Committee of the Board, the Board approved the appointment of Mr. Ga ě Ali Hili as the President and CEO of the Company also acting as legal representative of the Company and his remuneration. The above appointment will be effective from October 1, 2024.

Mr. Ga ě Ali Hili meets the relevant requirements for taking the above position. There is not any situation that prohibits Mr. Ga ě Ali Hili from being the senior executive of the Company. Mr. Ga ě Ali Hili has not been subject to any punishment imposed by the China Securities

Regulatory Commission and the Shenzhen Stock Exchange and is not a dishonest party subject to enforcement. As for the profile of Mr. Gaël Ali Hili, please refer to the appendix of this announcement.

The Announcement is hereby made.

The Board of Directors of ADAMA Ltd.

July 18, 2024

#### Appendix - Profile of Mr. Gaël Ali Hili

Mr. Gaël Ali Hili, French, born in 1973. He holds a master's degree in mechanical engineering from Université de Technologie de Compiègne (France). Mr. Gaël Ali Hili now serves as the Head of Europe Syngenta CP and Seeds FC and prior to that assumed several positions at Syngenta, including Regional Director EAME of Syngenta Seeds and Head of East Europe. Prior to Syngenta, Mr. Gaël Ali Hili served as Corporate Marketing Director at Dow. Except for the above-mentioned position in Syngenta (which he will resign prior to the effective date of his appointment at ADAMA), Mr. Gaël Ali Hili does not work in the shareholders holding more than 5% of the Company's shares or the actual controller of the Company.

As of the date of this Announcement, Mr. Gaël Ali Hili does not directly or indirectly hold any of the Company's shares. Except for the above-mentioned position in Syngenta (which he will resign prior to the effective date of his appointment at ADAMA), Mr. Gaël Ali Hili has no related-party relationship with any shareholders holding more than 5% of the Company's shares, the actual controllers, or other directors, supervisors and senior executives of the Company.

Mr. Gaël Ali Hili has not been subject to any punishment imposed by the CSRC and the SZSE and does not fall under any of the circumstances stipulated in Article 3.2.2 of Guidelines of Shenzhen Stock Exchange on Self-discipline Supervision of Listed Companies No.1 - Standardized Operation of Main Board Listed Companies issued by the SZSE. Mr. Gaël Ali Hili is not a judgement debtor subject to enforcement. Mr. Gaël Ali Hili meets all the qualifications set under the applicable laws and regulations.